**Wilson County Schools Strategic Plan**

**2009-2014**

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| ***Our Mission***  Wilson County Schools will rigorously challenge each student to achieve their academic, social, emotional, and physical potential in a safe, nurturing environment. This mission will be achieved through caring employees committed to excellence based on best practices in instruction and through educators, parents and community members serving as partners in the education of our children.  ***Our Vision***  Every Wilson County Schools’ student will graduate from high school, globally competitive for work and postsecondary education and prepared for life.    ***Our Values***   * each child can learn. * each child is important and unique. * there is a direct relationship between expectations and achievement. * everyone has the right to feel physically and emotionally safe at school. * diversity strengthens the individual, the school, and the community. * the family should be the primary influence on individual and social well-being. * a well-trained, professional teacher is the most important resource in a child-centered classroom environment. * the support staff is an integral and essential component of the school system. * education is a shared responsibility of the student, parents, educators, and the community. |

***Our Goals for the Future:***

**Goal 1: Wilson County Schools will produce globally competitive students.**

**Objectives**

* Every student excels in rigorous and relevant core curricula that reflect what students need to know and demonstrate in a global 21st Century environment, including a mastery of languages, an appreciation of the arts, and competencies in the use of technology.
* Every student uses technology to access and demonstrate new knowledge and skills that will be needed as a life-long learner to be competitive in a constantly changing international environment.
* Students will graduate from high school prepared for success in college and the workplace.
* Every student has the opportunity to graduate from high school with a minimum of 12 college transfer credits.

**Goal 1 Measurements**

1. By 2014, 95% of all elementary and middle grades students will demonstrate grade-level proficiency in reading.
2. By 2014, 95% of all elementary and middle grades students will demonstrate grade-level proficiency in math.
3. By 2014, 95% of all eighth grade students will demonstrate grade-level proficiency in computer skills.
4. By 2014, 95% of all fifth and eighth grade students will demonstrate grade-level proficiency in science.
5. By 2014, 95% of all high school students will demonstrate proficiency in high school core courses.
6. By 2014, 100% of Wilson County schools will achieve North Carolina ABC expected growth targets.
7. By 2014, the Wilson County Schools five-year cohort graduation rate will meet or exceed 85%.
8. By 2014, the percentage of Wilson County Schools’ students graduating “college ready” will meet or exceed 85%.
9. By 2014, Wilson County Schools will meet 95% of No Child Left Behind performance targets.

**Goal 2: Wilson County Schools will be led by 21st Century professionals.**

**Objectives**

* Wilson County Schools will attract and recruit 21st Century professionals to fill 100% of all available positions.
* Wilson County Schools will recruit and retain highly qualified staff which reflects the overall diversity of the community and students.
* Wilson County Schools will improve employee retention rates.
* Every teacher has the skills to deliver 21st Century content in a 21st Century context with 21st Century tools and technology that guarantees student learning.
* Excellent teacher working conditions will produce excellent student learning conditions.
* Every education professional will have 21st Century preparation and access to ongoing high quality professional development.

**Goal 2 Measurements**

1. By 2014, the percentage of teachers meeting the standard of highly-qualified will be 100%.
2. By 2014, 100% of professional development will meet 21st Century standards for alignment and impact on student achievement.
3. By 2014, Wilson County Schools’ performance composite on the North Carolina Teacher Working Conditions Survey will be 3.70.
4. By 2014, Wilson County Schools’ percentage of professional staff who are National Board Certified will be 12%.
5. By 2014, 40% of 10-month, licensed instructional staff will increase their content knowledge through graduate level college courses.
6. By 2014, the Wilson County Schools teacher turnover rate will be below the state average.

**Goal 3: Wilson County Schools’ students will be healthy, responsible and engaged in positive relationships**

**Objectives**

* Every learning environment will be inviting, respectful, supportive, inclusive, and flexible for student success.
* Every school provides an environment in which each child has positive, nurturing relationships with caring adults.
* Every school promotes a healthy, active lifestyle where students are encouraged to make responsible choices.
* Every school focuses on developing strong student character, personal responsibility, and community/world involvement.
* Every school reflects a culture of learning that empowers and prepares students to be life-long learners.

**Goal 3 Measurements**

1. By 2014, 95% of 5th, 7th and 9th graders will measure in the healthy, active zone as measured by FitnessGram.
2. By 2014, the Wilson County Schools incidents of crime ratio will be 5 per 1000 students.
3. By 2014, Wilson County Schools will reduce student behaviors that are disrespectful and/or aggressive toward students and staff by 25%.
4. By 2014, Wilson County Schools’ out-of-school suspensions ratios will be 25 per 100 students.

**Goal 4: Leadership will guide innovation in Wilson County Schools.**

**Objectives**

* School professionals will collaborate with national and international partners to discover innovative transformational strategies that will facilitate change, remove barriers for 21st Century learning.
* School leaders will create a culture that embraces change and promotes dynamic continuous improvement.
* Educational professionals will make decisions in collaboration with parents, students, businesses, education institutions, and faith-based and other community and civic organizations to impact student success.
* The public school professionals will collaborate with community colleges and public and private universities and colleges to provide enhanced educational opportunities for students.

**Goal 4 Measurements**

1. By 2014, all Wilson County Schools principals will perform at an “Accomplished” level in all elements of leadership as measured by the North Carolina School Executive Principal Evaluation Process.
2. By 2014, 75% of principals in Wilson County Schools will have earned National Board Certification as a principal.
3. Annually, a Leadership Academy for Assistant Principals will prepare assistant principals for the principalship.
4. All district and school level leaders will annually participate in professional development that enables leaders to evaluate and analyze issues and lead schools and the school district to develop and implement solutions.

**Goal 5: Wilson County Schools will be governed and supported by 21st Century systems.**

**Objectives**

* Processes are in place for financial planning and budgeting that focus on resource attainment and alignment with priorities to maximize student achievement.
* Twenty-first century technology and learning tools are available and are supported by facilities that have the capacity for 21st Century learning.
* Informational and financial accounting systems will share data and maximize system resources and efficiency.
* Procedures are in place to support schools that are not meeting standards for student achievement.

**Goal 5 Measurements**

1. By 2014, Wilson County Schools will implement a system of data-driven performance management.
2. By 2014, Wilson County Schools will provide technology equity across the system, with 100% of classrooms and offices having all 21st Century technology attributes.
3. By 2014, 100% of local, state and federal funds will match priorities.
4. By 2014, Wilson County Schools will receive a 25 percent increase in local funds.